

**System and Method for Resource Reduction
Hierarchical Review**

ABSTRACT

Surplus identifications of employees is reviewed by various
5 members of an organization using a system that stores and tracks
individual employees' data, including such employees'
evaluations. Reviewing management receives employee evaluations
from the employees' management. Automated tools are used to aid
reviewing management in analyzing the evaluations and spot
10 anomalies. Reviewing management determines whether to agree
with the managers' evaluations. Management compares the
employee evaluations with one another to determine which of the
employees should be selected as surplus employees. Employees
within the same skill code and level are compared with one
15 another. Automatic comparing of employees sorts the data
records by the employees' respective evaluations and then
selects a certain percentage of employees with low evaluations
for surplus recommendations. Employees within the recommended
surplus list are analyzed by personnel and legal to ensure that
20 both corporate surplus guidelines and laws are followed.